

Board. He was also active in the Northern Virginia Baptist Association and the Mount Vernon Baptist Association. Sid knew God and the work of the church and he translated this into his daily life.

In addition to his church activities, Sid was an officer and member of the Mount Pleasant Lincolnia Association, Harelco Land Developments, Higher Horizon Day Care Center, Fairfax County-Wide Black Citizen Association, Fairfax Human Rights Commission and the Manassas Educational Foundation. He also served on a special commission of the Fairfax County Board of Supervisors charged with writing County Housing Hygiene Code and on a Citizen's Advisory Committee to establish a Housing Authority. His efforts to promote desegregation in Fairfax County are recognized in the recorded history of the county and won him plaudits from leaders of both parties. In addition, he was the longest serving member of the Fairfax County Human Rights Commission, where he continued to advocate for the minority rights amid a growing and diverse minority population.

In closing Mr. Speaker, it gives me great pleasure and honor to speak of Deacon Sid Holland on the House floor today. He will be greatly missed but remembered for his service to his community and dedication to his family. Sid is survived by his wife of 17 years, Constance; his two children, J. Sidney, Jr. of Washington, DC and Dr. Dorothy Mann Mazzola of Seattle, WA; two stepchildren, Solomon Lee of Lakeridge, VA, and Bernice Lee of Falls Church, VA; three sisters, Vera Marshall and Mamie Bruce of Palmyra, VA, and Bertha Payne of Washington, DC; a host of nieces, nephews, grandchildren, and great grandchildren. His first wife, Susie C. Holland, passed away in 1982. He leaves a legacy of racial progress that will long be remembered in Fairfax.

COMMUNITY RENEWAL AND NEW MARKETS ACT OF 2000

SPEECH OF

HON. RICHARD E. NEAL

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, July 25, 2000

Mr. NEAL of Massachusetts. Mr. Speaker, I very much support the legislation we are now considering. H.R. 4923 is one of the few bills we are going to enact this year on a bipartisan basis, the revenue loss is reasonable, and it will provide a good deal of help for communities trying to turn themselves around and increase economic activity within their neighborhoods. CO

This bill does a lot, but frankly it could do quite a bit more. There is overwhelming support for legislation to immediately increase the low-income housing tax credit and the private activity tax exempt bond volume cap. The bill makes a very modest step forward in both areas, and I appreciate that very much, but by no means are these provisions sufficient. And given the fact that both bills have over 350 cosponsors each, there is no political or partisan reason why a full immediate increase in the credit and the bond cap could not have been put in this bill at this time.

Mr. Speaker, I am supporting this bill. However, I intend to work as hard as I can to see to it that when the conference report comes back to the House, both the tax credit and the bond volume cap provisions are significantly improved over the provisions that are contained in H.R. 4923 today. Many States are like mine, Mr. Speaker, with good, solid projects backed up and waiting for an allocation. Under current limits, the allocations are simply not there. It would be a crying shame, Mr. Speaker, if in the current budget situation we ignored their pleas and did not provide the necessary assistance right away.

GUAM OMNIBUS OPPORTUNITIES ACT

SPEECH OF

HON. PATSY T. MINK

OF HAWAII

IN THE HOUSE OF REPRESENTATIVES

Tuesday, July 25, 2000

Mrs. MINK of Hawaii. Mr. Speaker, I rise in support of H.R. 2462, the Guam Omnibus Opportunities Act. The bill provides the authority for the Federal Government to transfer back to the Government of Guam land owned by the United States. Land in Guam was acquired by the United States for military use in the years following World War II. The bill assures that the Government of Guam has the first opportunity to acquire excess Federal land in Guam.

In addition the bill has a provision that is important to the State of Hawaii. The bill authorizes the Governor of Hawaii to report to the Secretary of the Interior annually on the financial and social impacts on the State of the compacts of free association with the Federated States of Micronesia, the Republic of the Marshall Islands and the Republic of Palau. The Governors of Guam, Samoa and the Northern Marianas are also authorized to make such reports. The Secretary of the Interior is required to review the reports and forward them, together with any comments of the administration, to the Congress. The bill authorizes the Secretary to conduct a census of Micronesians for each of the impacted jurisdictions where the Governor requests one and authorizes a total of \$300,000 for the censuses.

The reporting requirement improves current law by requiring the Department of Interior to consider the reports of Hawaii and the other jurisdictions affected by the compact of free association, comment on them and forward them to the Congress. While the most important issue is to provide Hawaii and other jurisdictions affected by the compacts of free association with necessary aid as a result of the compacts, this provision helps assure that the needs of the jurisdictions are placed before the Congress. The reports will assure that Congress is aware of the needs of Hawaii and its Pacific neighbors as a result of the compacts.

THE UNIVERSAL EMPLOYEE STOCK OPTION ACT OF 2000

HON. AMO HOUGHTON

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Wednesday, July 26, 2000

Mr. HOUGHTON. Mr. Speaker, I am pleased to join my colleague from California, Mr. MATSUI, in introducing the Universal Employee Stock Option Act of 2000. The bill would add another leg on the stool for employee retirement by providing another means of accumulating assets. What does the bill do? The bill would add two incentives to encourage the granting of stock options to all employees.

First, the proposal provides for a tax deferred form of employee stock options, which are only taxable when the stock is sold—a combination of ordinary income and possible capital gain accumulated after the option is exercised. The deferral aspect would provide a powerful incentive to the employee to hold the stock for the longer term. Importantly, the employee pays for the stock, through payroll deductions, with pre-tax dollars—not unlike a section 401(k) plan. The maximum employee pre-tax contribution to an option plan would be \$10,000 per year.

Second, the bill would provide a deduction to the employer for the fair market value of the stock at the time of exercise—the exact same amount the employee would report as ordinary income when the stock is sold.

The deduction by the employer at the time the option is exercised is offset by the ordinary income reported by the employee at time of sale. There would be a revenue cost associated with the deferral of reporting of the ordinary income until sale, versus the deduction by the employer at time of exercise. Of course, any gain to the employee at sale which exceeds the ordinary income portion would be taxed as capital gains. The bill provides for adequate safeguards and procedures to track the sale of stock and reporting thereof to the IRS.

Why do we need such a change? As article after article has pointed out, executive compensation keeps accelerating at a much faster pace than regular compensation. The market place will, as time moves along, maintain some control over the executive compensation. But this proposal is a way to help the ordinary working person.

In the 105th Congress, I introduced a stock option bill. I believe this new bill is an improved version because (1) the new bill covers substantially all employees, (2) the total deferral of the tax to the employee, plus purchase with pre-tax dollars, strongly encourages participation and long-term retention of the stock, and (3) the bill encourages employers to offer the tax-deferred compensation in the form of stock options by giving the employer a deduction for the value of the stock at the time of exercise.

The approach in this bill is primarily designed to attract the non-highly compensated employee, and would be an effective way to address the compensation gap and provide long-term security for the employee. We encourage our colleagues to join us by cosponsoring this legislation.